

HEADQUARTERS

Research Department

June 25, 1964

To Teamster Local Unions Having Agreements
American Home Products Corp.

Enclosed is a description of recently negotiated changes in the American Home Products pension and insurance plans. These plans cover all of the bargaining unit employees at the 12 plants represented by the OCAW, Meat Cutters, UPWA, ICWU and RWDSU.

As you can see, these new plans represent substantial improvements in the old company-wide plan which may still apply to the plants and operations represented by your local union.

I do not know whether the Company has amended its plan to cover your members. If not, may I suggest that you may wish to propose this new plan in your next negotiations.

If you have any questions concerning the new pension and insurance plan, please write me.

Best wishes,

Fraternaly yours,

Abraham Weiss
Economist

AW/va
Encl.

cc: Locals 25, 41, 452, 453,
750, 781, 842

DAVE BECK
General President



Mr. Mohn
International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS of America**

AFFILIATED WITH AFL-CIO

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0323

October 31, 1956

TRADE DIVISION

*Warehouse - American
Home Products Corp.*

X

TO: LOCAL UNIONS HAVING JURISDICTION OVER ORGANIZED
OPERATIONS OF THE AMERICAN HOME PRODUCTS CORP.

Dear Sir and Brother:

The enclosed letter and minutes of the meeting
of the American Home Products Conference on October 23
are for your files and information.

Fraternally yours,

Samuel Baron
Samuel Baron, Field Director
National Warehouse Division

B:1

Encs.

cc: International Officers
Area Conference Directors
Members of Organizing Committee

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS of America**

AFFILIATED WITH AFL-CIO

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0525

October 29, 1956

TO: LOCAL UNIONS HAVING JURISDICTION OVER UNORGANIZED
OPERATIONS OF THE AMERICAN HOME PRODUCTS CORPORATION

Dear Sir and Brother:

As you know, General President Beck called a meeting of all local unions having jurisdiction over operations of the American Home Products Corporation and its subsidiaries for October 3 to formulate plans for a national campaign to organize the unorganized units of this corporation.

The conference met again on October 23 and elected a national organizing committee as follows:

Joseph Bernstein, Local 781, Chicago - Chairman
Bernard J. Marcus, JC #53, Philadelphia - Secretary
Frank Keane, Local 169, Philadelphia, Pennsylvania
Weldon Mathis, Local 728, Atlanta, Georgia
Joseph Dillon, Western Conference Warehouse Division
John Greeley, Eastern Conference Warehouse Division
Carl Keul, General Organizer, Minneapolis, Minnesota

The attached minutes will bring you up to date as to the progress of this program to date.

This national program has been cleared with all four of our area conference directors, and has their approval and sanction.

The formal date for commencing the national drive has been set for November 19th. In connection with this program, each local union is requested to:

1. Distribute leaflets on November 19th to employees of the American Home Products plant in your area. This initial leaflet will be furnished to you by the Secretary of the National Organizing Committee.
2. Follow up the leaflet distribution with an active organizing campaign.
3. Report the results of your organizing campaign to Bernard J. Marcus, 105 Spring Garden Street, Philadelphia 23, Penna. He will summarize these reports and send all locals concerned an overall report of the campaign.

Since Brother Marcus has been elected secretary of the national organizing committee, he may be contacting you from time to time relative to the situation in your area. We earnestly request that you cooperate to the degree requested.

We feel that this organizing campaign relating to the drug industry is of great importance to our labor movement. Whatever problems you may encounter during this campaign, please advise the National Warehouse Division of them, and of the type of assistance you need to make this drive a success. The Division will cooperate to the best of its ability to assist you in bringing your campaign to a successful conclusion.

Fraternalty yours,

H. J. Gibbons
H. J. Gibbons, Acting Director
National Warehouse Division

hjc:gl

Enc.

cc: International Officers
Members of Organizing Committee
Area Conference Directors

M I N U T E S

AMERICAN HOME PRODUCTS
CONFERENCE

October 23, 1956
Mayflower Hotel
Washington, D.C.

The meeting was called to order at 2:30 p.m. by Brother Larry Steinberg who read the agenda for the meeting.

The following were present:

H. J. Gibbons, Acting Director, National Warehouse Division
John Greeley, Director, Eastern Warehouse Division
Bernard Marcus, Joint Council No. 53, Philadelphia, Pa.
Raymond Cohen, Local 107, Philadelphia, Pennsylvania
Edward Hartsough, Local 169, Philadelphia, Pennsylvania
Harry Graver, Local 771, Lancaster, Pennsylvania
Joseph Bernstein, Local 781, Chicago, Illinois
Lewis Harkins, Director, National Cannery Division
(representing Brother Joseph Dillon)
Samuel Baron, Field Director, National Warehouse Division
Al Weiss, International Economist

Motion was made, seconded, and passed to dispense with reading of minutes of meeting on October 3, since copy had been mailed to all locals concerned.

Brother Steinberg asked Brother Baron for a report on the October 10 meeting with the company officials.

Brother Baron said that Brothers Gibbons, Bernstein and himself had met with top company officials, plus a local representative of the company from the Philadelphia area, on October 10. Results of the meeting do not look very bright in the sense that the company indicated that it has a basic policy in situations like this to let the matter go to a vote. We raised the specific question in discussion on whether the policy might be changed, since in the Philadelphia area there seems to be a considerable amount of fear among the employees. The company agreed to an open-door policy to the point where we can take up with top officials any problems we have in the Philadelphia area. They have agreed to a conference with the Philadelphia people to see if the problems can be worked out. The conference with Mr. Beeson and Brothers Marcus, Kesne. and myself is scheduled for Monday, October 29, in Philadelphia.

Brother Baron stated further that positive results of the efforts in Philadelphia so far have been slow since many of the people won't take leaflets or even talk to the organizers.

In commenting on the October 10 meeting, Brother Gibbons said that in the discussion on company policy relating to election, he told them that we do not recognize their policy of holding to elections. Suggested that they should be more flexible as we shall attempt to organize all of their locations over the country. This may result in strike action. Advised the company it wasn't an intelligent policy to hold to election procedure. Company freely agreed to discussion of all claims of threats and anti-union activity on the part of the company.

Brother Bernstein was asked if he had any further comments to make on the October 10 meeting. Said Brothers Gibbons and Baron had covered the meeting fully in their reports. Based upon past experience with the company, he feels that they are sincere in their offer of being open for discussion of all problems.

Brother Cohen reported that one thing has been accomplished in the Philadelphia area. Union platform and terminal people have refused to give materials to the company's drivers. The trucks are lying idle; drivers are working on the inside; pickups are being made by union carriers.

Brother Steinberg said that we should proceed with caution, could get into legal problems.

Brother Bernstein reported that this company has in many instances passed organized locations' working conditions and wage rates on to their unorganized locations. If we could point out to the employees that these benefits are the result of union efforts in other parts of the country it would be to our advantage.

Brother Baron said that one of the aspects of this situation in Philadelphia is that it is hard to convince 13 to 14 hundred people -- and we will not be successful if we can not convince them -- that we can do an economic job for them.

Brother Cohen said that if the company is responsible for the situation in Philadelphia, we will have to reconsider our strategy.

Brother Gibbons suggested various methods and tactics that could be considered by the organizers in the Philadelphia area.

Brother Marcus reported that since last week, in Philadelphia, they had, (1) made a number of house calls -- we do not have a complete list of employees names and addresses, only a partial list -- reception was not too good. and (2) we have sent in 8 to 10 people who have filled out applications applying for jobs -- none have been accepted.

Brother Bernstein said we should let the people know that they can be made a part of helping the rest of the workers over the country. Make them feel a part of the program.

Brother Steinberg says he is optimistic that the job can be done through a national campaign. This committee may be able to convince the company to the point where they will be willing to discuss an agreement.

Brother Hartaough said that at a meeting in Philadelphia five or six weeks ago he told the people that no matter what we've got now we can get better. Said it occurs to him that it will help our tactics to let the people know that we have permission to go to company management with problems.

Brother Steinberg suggested continuing the campaign in Philadelphia with leaflet distributions and contact work.

Brother Marcus said the four plants in Philadelphia have had leaflet distributions, but we should plan a specific type of approach for this job.

Brother Steinberg suggested putting such things as health and welfare, plus stressing job security, in the leaflets to be distributed.

Brother Hartaough said that we have an advantage in not having any other operation of this type in Philadelphia, the company can make no job comparisons. We can keep our aims high.

Brother Marcus feels that we should develop a program with definite objectives. Thinks it advisable to have one representative for each unorganized locations in on the drive.

Brother Steinberg said he had discussed the matter of a national organizing committee with Brothers Gibbons and Baron, and would like to suggest that we setup a national coordinating committee composed of the following:

Joseph Bernstein - Chicago - Chairman
Frank Keane - Philadelphia - Secretary
Weldon Mathis - Atlanta - Local 728
Joseph Dillon - Western Conference
Carl Keul - Minneapolis, Minnesota
John Greeley - Eastern Conference

Brother Gibbons said that at some later date it is probable that every local union with any membership will be called into a national meeting.

Brother Steinberg pointed out that the purpose of this proposed committee will be to plan and direct the tactics and approach of the national campaign.

Brother Hartaough raised the question of perhaps one committee from organized locations and one from unorganized. It was agreed that for the time being one committee would be sufficient.

Motion was made, seconded, and passed to accept the committee as read by Brother Steinberg.

Brother Gibbons pointed out that membership of the committee is by no means final, if anyone has additional members for suggestion at a later date, please make them known.

Brother Harkins was asked if he had any comments to address to the conference. He pointed out that Vern Pankey, Local 750, Oakland, Calif., has a Dennison's operation organized, which was not included on our location sheet.

Brother Baron pointed out that Brother Dillon's office had sent out questionnaires to Western Conference locals in an effort to seek out additional operations; all replies are not in to date; location list will be revised as new operations turn up.

Brother Graver, Local 771, was asked to report on the Marietta operation. He said that this operation is expanding all the time. A good percentage of the employees are women. He would like to see something done that will induce the people to want to be organized.

Brother Gibbons suggested that the unorganized locations be sent a weekly report as to the extent of progress being made in the organizing campaign.

Brother Steinberg asked Brother Harkins to what extent the Cannery Division could be counted on for help. He replied that since the area in which they are affected is in Brother Dillon's jurisdiction, he will discuss the situation with that area conference's chairman.

Brother Gibbons reported that he had discussed the program with the area conference chairmen and they are very enthusiastic about it. He will submit the committee elected today to them for approval.

After discussion it was suggested that Brother Marcus' office send out the weekly report to the locals concerned.

Brother Harkins reported that his Division had just signed a big contract on the west coast. He will supply Brother Gibbons with the name of a man who has contact with American Home Products officials.

Brother Marcus wanted to know the status of the Philadelphia program in relation to the national organizing committee. He was advised that the Philadelphia program should continue and the he should keep Brother Bernstein advised as to the program.

Brother Baron suggested that persons be assigned to look into the situation at unorganized locations from which we have had no reports.

It was decided that Brother Greeley was to contact the unorganized locations in the Eastern Conference area and to report back to the committee.

Brother Gibbons stated that he will take care of having Atlanta, Ga., Canton, Ohio, and Ft. Dodge, Iowa, locations checked on.

Brother Steinberg advised Brother Graver that Local 771 will get assistance through the Philadelphia committee re the Marietta operation. He thinks the program will be more effective if each local union formulates its own leaflets because each is familiar with its own problems. Central leaflets will not be as effective. Local union people are to report to the national organizing committee.

Brother Cohen pointed out that after leaflet distributions, make sure that Brother Bernstein receives copy in his office, for that matter, he should receive copy of all other organizing material.

Brother Gibbons wanted to know if a formal date for the kick-off of the national campaign had been decided upon. One leaflet distribution for the whole country should be on a specific day, and if possible, at the same hour.

It was decided that the initial leaflet should be sent from the secretary of the National Organizing Committee to the local unions for distribution to the employees on November 19th.

Brother Baron suggested sending out a letter under the name of the national committee to all locations announcing the establishment of a national organizing committee and a national drive.

Brother Gibbons suggested that the National Warehouse Division send a letter to all unorganized locations along the following lines:

1. Pursuant to the meeting called by General President Beck on October 3, the enclosed minutes will tell you the story of the situation to date.
2. Program has been cleared with all four area conference directors and has their approval.
3. Following is requested of your local union:
 - a. Leaflet distribution on November 19, 1956. (Sufficient leaflets will be furnished you by the secretary of the National Organizing Committee.)

(continued)

(Point 3 continued)

- b. Following leaflet distribution, active campaign should be conducted.
- c. Report results of campaign to Brother Bernard J. Marcus, 105 Spring Garden Street, Philadelphia, 23, Pennsylvania. (These reports will be summarized and report sent to all locals.) Also, from time to time you probably will be contacted by Brother Marcus as to matters in your area.
- 4. This is an important drive. The National Warehouse Division wants to know of any problems you are encountering and what type of help you need to put this program over.

Brother Steinberg suggested that the initial leaflet cover such things as: national drive, number of people organized, plant locations, locals involved.

Brother Gibbons advised that area conferences should receive copies of all material used in this campaign.

Since Brother Marcus is to send out the weekly reports to local unions, motion was made, seconded, and passed that he is to serve on the committee as the secretary -- Brother Keane in the capacity as representative of his local union.

Meeting adjourned 3:15 p.m.

AMERICAN HOME PRODUCTS NATIONAL ORGANIZING COMMITTEE

Chairman: Joseph Bernstein
Teamsters Local No. 781
311 South Ashland Boulevard
Chicago 7, Illinois

Secretary: Bernard J. Marcus
105 Spring Garden Street
Philadelphia 23, Pennsylvania

Frank Keane
Teamsters Local No. 169
1239-41 West Girard Avenue
Philadelphia 23, Pennsylvania

Weldon L. Mathis
Teamsters Local No. 728
345 Washington Street, SW
Atlanta, Georgia

Joseph M. Dillon
Western Warehouse & Produce Council
25 Taylor Street, Room 614
San Francisco, California

John Greeley
Eastern Conference Warehouse Division
100 Indiana Avenue, NW
Washington 1, DC

Carl Keul, General Organizer
Int'l Brotherhood of Teamsters
1155-60 Rand Tower
Minneapolis, Minnesota

October 23, 1956

DAVE BECK
General President



Mr. Graham
International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS** of America

AFFILIATED WITH AFL-CIO

25 LOUISIANA AVENUE, N.W. • WASHINGTON 1, D. C. • STERLING 3-0525

October 31, 1956

TRADE DIVISION

*Warehouse - American
Home Products Corp.*

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are for your files and information.

Fraternally yours,

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Samuel Baron, Field Director
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Encls.

cc: International Officers
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The attached minutes will bring you up to date as to the progress of this program to date.

This national program has been cleared with all four of our area conference directors, and has their approval and sanction.

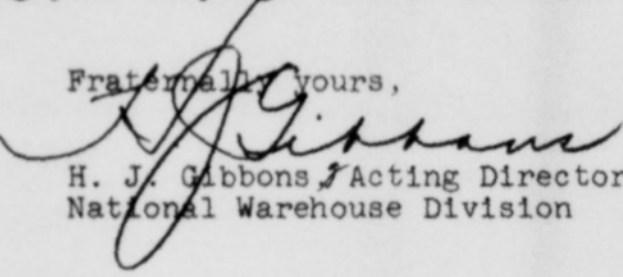
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H. J. Gibbons, Acting Director
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hjc:gl

Enc.

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M I N U T E S

AMERICAN HOME PRODUCTS
CONFERENCE

October 23, 1956
Mayflower Hotel
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The following were present:

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Motion was made, seconded, and passed to dispense with reading of minutes of meeting on October 3, since copy had been mailed to all locals concerned.

Brother Steinberg asked Brother Baron for a report on the October 10 meeting with the company officials.

Brother Baron said that Brothers Gibbons, Bernstein and himself had met with top company officials, plus a local representative of the company from the Philadelphia area, on October 10. Results of the meeting do not look very bright in the sense that the company indicated that it has a basic policy in situations like this to let the matter go to a vote. We raised the specific question in discussion on whether the policy might be changed, since in the Philadelphia area there seems to be a considerable amount of fear among the employees. The company agreed to an open-door policy to the point where we can take up with top officials any problems we have in the Philadelphia area. They have agreed to a conference with the Philadelphia people to see if the problems can be worked out. The conference with Mr. Beeson and Brothers Marcus, Keane, and myself is scheduled for Monday, October 29, in Philadelphia.

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Meeting adjourned 3:15 p.m.

AMERICAN HOME PRODUCTS NATIONAL ORGANIZING COMMITTEE

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Chicago 7, Illinois

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345 Washington Street, SW
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25 Taylor Street, Room 614
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Eastern Conference Warehouse Division
100 Indiana Avenue, NW
Washington 1, DC

Carl Keul, General Organizer
Int'l Brotherhood of Teamsters
1155-60 Rand Tower
Minneapolis, Minnesota

October 23, 1956

MINUTES

AMERICAN HOME PRODUCTS
CONFERENCE

TRADE DIVISION

*Warehouse - American
Home Products Corporation*

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Washington, D.C.

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Brother Steinberg asked Brother Baron for a report on the October 10 meeting with the company officials.

Brother Baron said that Brothers Gibbons, Bernstein and himself had met with top company officials, plus a local representative of the company from the Philadelphia area, on October 10. Results of the meeting do not look very bright in the sense that the company indicated that it has a basic policy in situations like this to let the matter go to a vote. We raised the specific question in discussion on whether the policy might be changed, since in the Philadelphia area there seems to be a considerable amount of fear among the employees. The company agreed to an open-door policy to the point where we can take up with top officials any problems we have in the Philadelphia area. They have agreed to a conference with the Philadelphia people to see if the problems can be worked out. The conference with Mr. Beeson and Brothers Marcus, Keane, and myself is scheduled for Monday, October 29, in Philadelphia.

Brother Baron stated further that positive results of the efforts in Philadelphia so far have been slow since many of the people won't take leaflets or even talk to the organizers.

In commenting on the October 10 meeting, Brother Gibbons said that in the discussion on company policy relating to election, he told them that we do not recognize their policy of holding to elections. Suggested that they should be more flexible as we shall attempt to organize all of their locations over the country. This may result in strike action. Advised the company it wasn't an intelligent policy to hold to election procedure. Company freely agreed to discussion of all claims of threats and anti-union activity on the part of the company.

Brother Bernstein was asked if he had any further comments to make on the October 10 meeting. Said Brothers Gibbons and Baron had covered the meeting fully in their reports. Based upon past experience with the company, he feels that they are sincere in their offer of being open for discussion of all problems.

Brother Cohen reported that one thing has been accomplished in the Philadelphia area. Union platform and terminal people have refused to give materials to the company's drivers. The trucks are lying idle; drivers are working on the inside; pickups are being made by union carriers.

Brother Steinberg said that we should proceed with caution, could get into legal problems.

Brother Bernstein reported that this company has in many instances passed organized locations' working conditions and wage rates on to their unorganized locations. If we could point out to the employees that these benefits are the result of union efforts in other parts of the country it would be to our advantage.

Brother Baron said that one of the aspects of this situation in Philadelphia is that it is hard to convince 13 to 14 hundred people -- and we will not be successful if we can not convince them -- that we can do an economic job for them.

Brother Cohen said that if the company is responsible for the situation in Philadelphia, we will have to reconsider our strategy.

Brother Gibbons suggested various methods and tactics that could be considered by the organizers in the Philadelphia area.

Brother Marcus reported that since last week, in Philadelphia, they had, (1) made a number of house calls -- we do not have a complete list of employees names and addresses, only a partial list -- reception was not too good, and (2) we have sent in 8 to 10 people who have filled out applications applying for jobs -- none have been accepted.

Brother Bernstein said we should let the people know that they can be made a part of helping the rest of the workers over the country. Make them feel a part of the program.

Brother Steinberg says he is optimistic that the job can be done through a national campaign. This committee may be able to convince the company to the point where they will be willing to discuss an agreement.

Brother Hartsough said that at a meeting in Philadelphia five or six weeks ago he told the people that no matter what we've got now we can get better. Said it occurs to him that it will help our tactics to let the people know that we have permission to go to company management with problems.

Brother Steinberg suggested continuing the campaign in Philadelphia with leaflet distributions and contact work.

Brother Marcus said the four plants in Philadelphia have had leaflet distributions, but we should plan a specific type of approach for this job.

Brother Steinberg suggested putting such things as health and welfare, plus stressing job security, in the leaflets to be distributed.

Brother Hartsough said that we have an advantage in not having any other operation of this type in Philadelphia, the company can make no job comparisons. We can keep our aims high.

Brother Marcus feels that we should develop a program with definite objectives. Thinks it advisable to have one representative for each unorganized locations in on the drive.

Brother Steinberg said he had discussed the matter of a national organizing committee with Brothers Gibbons and Baron, and would like to suggest that we setup a national coordinating committee composed of the following:

Joseph Bernstein - Chicago - Chairman
Frank Keane - Philadelphia - Secretary
Weldon Mathis - Atlanta - Local 728
Joseph Dillon - Western Conference
Carl Keul - Minneapolis, Minnesota
John Greeley - Eastern Conference

Brother Gibbons said that at some later date it is probable that every local union with any membership will be called into a national meeting.

Brother Steinberg pointed out that the purpose of this proposed committee will be to plan and direct the tactics and approach of the national campaign.

Brother Hartsough raised the question of perhaps one committee from organized locations and one from unorganized. It was agreed that for the time being one committee would be sufficient.

Motion was made, seconded, and passed to accept the committee as read by Brother Steinberg.

Brother Gibbons pointed out that membership of the committee is by no means final, if anyone has additional members for suggestion at a later date, please make them known.

Brother Harkins was asked if he had any comments to address to the conference. He pointed out that Vern Pankey, Local 750, Oakland, Calif., has a Dennison's operation organized, which was not included on our location sheet.

Brother Baron pointed out that Brother Dillon's office had sent out questionnaires to Western Conference locals in an effort to seek out additional operations; all replies are not in to date; location list will be revised as new operations turn up.

Brother Graver, Local 771, was asked to report on the Marietta operation. He said that this operation is expanding all the time. A good percentage of the employees are women. He would like to see something done that will induce the people to want to be organized.

Brother Gibbons suggested that the unorganized locations be sent a weekly report as to the extent of progress being made in the organizing campaign.

Brother Steinberg asked Brother Harkins to what extent the Cannery Division could be counted on for help. He replied that since the area in which they are affected is in Brother Dillon's jurisdiction, he will discuss the situation with that area conference's chairman.

Brother Gibbons reported that he had discussed the program with the area conference chairmen and they are very enthusiastic about it. He will submit the committee elected today to them for approval.

After discussion it was suggested that Brother Marcus' office send out the weekly report to the locals concerned.

Brother Harkins reported that his Division had just signed a big contract on the west coast. He will supply Brother Gibbons with the name of a man who has contact with American Home Products officials.

Brother Marcus wanted to know the status of the Philadelphia program in relation to the national organizing committee. He was advised that the Philadelphia program should continue and that he should keep Brother Bernstein advised as to the program.

Brother Baron suggested that persons be assigned to look into the situation at unorganized locations from which we have had no reports.

It was decided that Brother Greeley was to contact the unorganized locations in the Eastern Conference area and to report back to the committee.

Brother Gibbons stated that he will take care of having Atlanta, Ga., Canton, Ohio, and Ft. Dodge, Iowa, locations checked on.

Brother Steinberg advised Brother Graver that Local 771 will get assistance through the Philadelphia committee re the Marietta operation. He thinks the program will be more effective if each local union formulates its own leaflets because each is familiar with its own problems. Central leaflets will not be as effective. Local union people are to report to the national organizing committee.

Brother Cohen pointed out that after leaflet distributions, make sure that Brother Bernstein receives copy in his office, for that matter, he should receive copy of all other organizing material.

Brother Gibbons wanted to know if a formal date for the kick-off of the national campaign had been decided upon. One leaflet distribution for the whole country should be on a specific day, and if possible, at the same hour.

It was decided that the initial leaflet should be sent from the secretary of the National Organizing Committee to the local unions for distribution to the employees on November 19th.

Brother Baron suggested sending out a letter under the name of the national committee to all locations announcing the establishment of a national organizing committee and a national drive.

Brother Gibbons suggested that the National Warehouse Division send a letter to all unorganized locations along the following lines:

1. Pursuant to the meeting called by General President Beck on October 3, the enclosed minutes will tell you the story of the situation to date.
2. Program has been cleared with all four area conference directors and has their approval.
3. Following is requested of your local union:
 - a. Leaflet distribution on November 19, 1956. (Sufficient leaflets will be furnished you by the secretary of the National Organizing Committee.)

(continued)

(Point 3 continued)

- b. Following leaflet distribution, active campaign should be conducted.
 - c. Report results of campaign to Brother Bernard J. Marcus, 105 Spring Garden Street, Philadelphia, 23, Pennsylvania. (These reports will be summarized and report sent to all locals.) Also, from time to time you probably will be contacted by Brother Marcus as to matters in your area.
4. This is an important drive. The National Warehouse Division wants to know of any problems you are encountering and what type of help you need to put this program over.

Brother Steinberg suggested that the initial leaflet cover such things as: national drive, number of people organized, plant locations, locals involved.

Brother Gibbons advised that area conferences should receive copies of all material used in this campaign.

Since Brother Marcus is to send out the weekly reports to local unions, motion was made, seconded, and passed that he is to serve on the committee as the secretary -- Brother Keane in the capacity as representative of his local union.

Meeting adjourned 3:15 p.m.

AMERICAN HOME PRODUCTS NATIONAL ORGANIZING COMMITTEE

Chairman: Joseph Bernstein
Teamsters Local No. 781
311 South Ashland Boulevard
Chicago 7, Illinois

Secretary: Bernard J. Marcus
105 Spring Garden Street
Philadelphia 23, Pennsylvania

Frank Keane
Teamsters Local No. 169
1239-41 West Girard Avenue
Philadelphia 23, Pennsylvania

Weldon L. Mathis
Teamsters Local No. 728
345 Washington Street, SW
Atlanta, Georgia

Joseph M. Dillon
Western Warehouse & Produce Council
25 Taylor Street, Room 614
San Francisco, California

John Greeley
Eastern Conference Warehouse Division
100 Indiana Avenue, NW
Washington 1, DC

Carl Keul, General Organizer
Int'l Brotherhood of Teamsters
1155-60 Rand Tower
Minneapolis, Minnesota

October 23, 1956

AMERICAN HOME PRODUCTS CORP.

ORGANIZATIONAL STATUS

AMERICAN HOME PRODUCTS CORPORATION

Warehouse - American Home Products Corp.

ORGANIZATIONAL STATUS:

| Location & Subsidiary | | # in Unit | # in Plant | Org. by | Unorg. | Teamster | |
|---------------------------|------------------------------|-----------|------------|-----------|--------|----------|------|
| | | | | | | Local | J.C. |
| EASTERN CONFERENCE AREA: | | | | | | | |
| N. Jersey: | Bergenfield (Whitehall) | 40/50 | --- | co. union | | 560 | 73 |
| | Hackensack (Ayerst) | --- | 3 | | X | | |
| | Hale-Cranford (Boyle-Midway) | 50 | --- | OCAW | | | |
| | Morris Plains (Am.Home Pds.) | --- | --- | OCAW | | | |
| | Secaucus (Wyeth) | 5 | --- | IBT | | 892 | 73 |
| N. York: | Brooklyn | --- | --- | --- | - | | |
| | Rouses Pt. (Ayerst) | 100+ | --- | ICW | | 648 | 18 |
| Penna: | Marietta (Wyeth) | --- | 320 | | X | 771 | 53 |
| | Milton (Am.Home Foods) | --- | 500+ | MC | | 764 | 53 |
| | Philadelphia (Wyeth) | --- | 1300 | | X | 169 | 53 |
| SOUTHERN CONFERENCE AREA: | | | | | | | |
| Georgia: | Atlanta (Boyle-Midway) | --- | 35/40 | | X | 728 | 68 |
| | Chamblee (Wyeth) | --- | 11 | | X | 728 | 68 |
| CENTRAL CONFERENCE AREA: | | | | | | | |
| Illinois: | Chicago (Wyeth) | 175 | 205 | IBT | | 781 | 25 |
| | " (Ayerst) | 25 | 30 | IBT | | 781 | 25 |
| | " (Boyle-Midway) | 150 | 150 | OCAW | | 781 | 25 |
| Indiana: | Elkhart (Whitehall) | 200 | --- | OCAW | | 264 | 69 |
| Iowa: | Ft. Dodge (Ft.Dodge Labs.) | --- | 75 | | X | 844 | -- |
| | " " " " " Whse | --- | 15 | | X | 844 | -- |
| Michigan: | Mason (Wyeth) | 2 | --- | RWDSU | | 580 | -- |
| Missouri: | Kansas City (Wyeth) | 5 | --- | IBT | | 41 | 56 |
| Ohio: | Canton (Boyle-Midway) | --- | 25 | | X | 92 | 41 |

(continued)

ORGANIZATIONAL STATUS: (continued)

| Location & Subsidiary | | # in Unit | # in Plant | Org. by | Unorg. | Teamster | |
|--------------------------|---------------------------------------|-----------|------------|---------|--------|----------|------|
| | | | | | | Local | J.C. |
| WESTERN CONFERENCE AREA: | | | | | | | |
| California: | El Centro (Am.Home Fds.) Dennisons | --- | | | X | 898 | 42 |
| | Los Angeles (Wyeth) | --- | 30 | | X | 595 | 42 |
| | " " (Boyle-Midway) | 8 | --- | IBT | | 598 | 42 |
| | Oakland (Wyeth) | --- | --- | ILWU | | 853 | 7 |
| | " (Ives-Cameron) | --- | --- | ILWU | | 853 | 7 |
| | San Francisco (Wyeth) | --- | --- | ILWU | | 12 | 7 |
| | " " (Whitehall) | --- | --- | ILWU | | 12 | 7 |
| Idaho: | Meridian (Wyeth) | 12 | --- | IBT | | 483 | 67 |
| Washington: | Seattle (Wyeth) | 5 | --- | IBT | | 130 | 28 |
| | " (Am. Home Foods) Dennisons | 1 | --- | IBT | | 117 | 28 |

RWDSU - Retail, Wholesale Dept. Store Employees Union
 ILWU - International Longshoremen & Warehousemen Union
 ICW - International Chemical Workers
 OCAW - Oil, Chemical & Atomic Workers
 MC - Amalgamated Meat Cutters & Butcher Workmen

October 22, 1956

DAVE BECK
General President



International Brotherhood of
**TEAMSTERS, CHAUFFEURS
WAREHOUSEMEN & HELPERS** of America

AFFILIATED WITH AMERICAN FEDERATION OF LABOR

25 LOUISIANA AVENUE N.W. • WASHINGTON 1, D. C. • STERLING 3-0525

October 8, 1956

TO: Local Unions in the National American Home Products
Conference

Dear Sir and Brother:

The next meeting of the National American Home Products Conference is scheduled for Tuesday, October 23, 1956, at 2 p.m., Mayflower Hotel (Concord Room - 2nd floor) Washington, D.C. The meeting will be posted on the bulletin board in the lobby as the American Home Products Conference. If you do not already have reservations, please contact the Eastern Conference of Teamsters, 100 Indiana Avenue, NW, Washington, DC, or the hotel direct.

We are enclosing a copy of the minutes of the meeting on October 3 at the International's headquarters in Washington for your information and files.

Sincerely and fraternally yours,

H. J. Gibbons
H. J. Gibbons, Acting Director
National Warehouse Division

hjc:b:1

Encs.

cc: [Mr. Dave Beck
Mr. Einar Mohn
Mr. Robert Graham
Area Conferences
Mr. Larry Steinberg
Mr. John Backhus
Mr. Raymond Cohen

MINUTES

AMERICAN HOME PRODUCTS
CONFERENCE

October 3, 1956
Teamsters Headquarters
Washington, D. C.

Brother Larry Steinberg called the meeting to order at 10:45 a.m.
The following delegates were in attendance:

H. J. Gibbons, Acting Director, National Warehouse Division
Joseph M. Dillon, Director, Western Warehouse & Produce Council
John Greeley, Director, Eastern Warehouse Division
Bernard Marcus, Joint Council No. 53, Philadelphia, Pa.
Raymond Cohen, Local 107, Philadelphia, Pa.
Edward Walker, Local 107, Philadelphia, Pa.
John Morris, Local 115, Philadelphia, Pa.
Frank Keane, Local 169, Philadelphia, Pa.
Joseph Konowe, Local 210, New York City
Elias Namey, Local 401, Wilkes-Barre, Pa.
Weldon Mathis, Local 728, Atlanta, Georgia
Harry Graver, Local 771, Lancaster, Pa.
Joseph Bernstein, Local 781, Chicago, Ill.
Louis Lanni, Local 830, Philadelphia, Pa.
George Kane, Local 892, Jersey City, N.J.
Samuel Baron, Field Director, National Warehouse Division

The following guests were present:

Vice President Einar Mohn
Mr. Robert Graham
Pete Andrade, Western Cannery Division
Al Weiss, International Economist

Brother Steinberg said that the International had extended through Vice President Mohn an invitation to all delegates in attendance to be the guests of the International at a luncheon today at the Congressional Hotel.

Brother Steinberg told of the Philadelphia Joint Council 53's organizing drive which is now underway. He said that the drive had the approval of the International Union and was being equally financed by the International and the Joint Council. The campaign is progressing very well and the cooperation of the local unions is gratifying. After a discussion of the campaign with General President Beck, it was decided to call the conference of American Home Products Corporation since this corporation has a national operation through its subsidiaries. Wyeth Laboratories, one of the subsidiaries, employs approximately 13 to 15 hundred people in the Philadelphia area alone.

This conference has been called today to begin plans for a campaign on a national level that will terminate in the successful organization of American Home Products Corporation. The National Warehouse Division has prepared a survey of the operations of this corporation which will be helpful in planning this campaign. Joe Bernstein's Local 781 in Chicago has Wyeth Laboratories under contract. Since he has been able to build up a good relationship with this company, we have asked him to meet with the company officials in an effort to get details on how to remove some of the obstacles facing us in the Philadelphia area. You will hear his report later.

Brother Steinberg asked Field Director Sam Baron, National Warehouse Division, for his comments.

Brother Baron pointed out that American Home Products Corporation has many subsidiaries throughout the United States. In many instances, there are probably locations of individual plants on which we have no information. He suggested that it would be helpful if the local unions would check these subsidiaries by name as listed in the survey book so that we would have an accurate listing as to possible additional plant locations.

He pointed out that there are only 14 known plants organized: 5 by Teamsters, 8 by five other international unions, and 1 by an independent union. He went on to say that one of the objectives of this conference is to determine whether a unified campaign to organize the unorganized units would be practical, and the effect of a uniform national approach on the campaign now underway in the Philadelphia area. He thought it would help. He also suggested asking local unions with contracts to give us suitable material that can be used as a basis of our literature for the organizing campaign; also, the possibility of having key men in organized plants write directly to employees in the Philadelphia plant. He feels that we should use a uniform policy in all unorganized locations so that the company will find it difficult to use extreme methods to defeat the campaign.

In commenting on Teamster organized plants, Brother Baron pointed out that the first contract expires in August 1957 (Meridian, Idaho) while others carry expiration dates as late as August 1959. All contracts have a picket line clause with the exception of Chicago.

Brother Joe Dillon reported that American Home Products has a plant in Oakland, California, employing approximately 200 people. He said that they will start a campaign in Los Angeles to organize the Wyeth plant.

Brother Steinberg suggested setting a date for the starting of all organizing campaigns.

Brother Joe Bernstein requested that the following be added to Local 781's contract analysis: 5 days sick leave and 2 fifteen minute rest periods daily - one in the morning and one in the afternoon.

Brother Bernstein said that he had had a preliminary meeting with the company officials relative to the Philadelphia situation. He reported that when our people in Philadelphia had asked for recognition it had not been agreed to because of a prior unfavorable situation where the company had granted recognition to a union and had then been attacked. He pointed out the possibility of trouble with the Chemical Workers in the company. The company has no objection to the Teamsters Union. He has worked with the Philadelphia company people and has good relationship with the company. They have been able to get large increases over the years. He has arranged a meeting with the company in New York next week so that they can meet Larry Steinberg and Sam Baron to discuss the situation. He does not feel that the company will fight the union.

Brother Steinberg said in reference to the meeting scheduled next week, should we (1) leave things as they are until after the meeting, or (2) start putting the heat on by leaflet distribution, housecalls, etc. prior to the meeting. He asked Hal Gibbons for his comments.

Brother Gibbons pointed out that this is one of the largest drug operations in the country. The subsidiary operation is important in order to get a full picture of the company. It is his impression that we should explore to the greatest extent the possibility of working out good relations with this firm. Do whatever possible to get a general idea of the conduct to be expected from the company. Don't get any actual plant organizing underway until after the meeting in New York next week. Secure wherever possible the subsidiary name and plant location in all conference areas. Break this material down by conference area and then meet with the area conference heads before starting any organizing campaign.

Discussion followed as to the date for a conference after the meeting in New York on October 10. Brother Greeley suggested that the meeting be tied in with Eastern Conference meetings scheduled for the latter part of October. It was agreed that the conference be called for Tuesday, October 23, 1956, at 2 p.m., Mayflower Hotel, Washington, DC. Purpose of this meeting will be to give the results of the meeting with management in New York on October 10. Brother Gibbons will have contacted the area directors for their approval by this time. Brother Baron suggested that all organized locations make special effort to have a representative present at the October 23 meeting.

Brother Graver, Local 771, reported that the operation in Marietta, Pa., is a Wyeth plant employing about 320 people. There is a building expansion program currently in progress. The plant produces serums, pharmaceuticals, etc.

Vice President Mohn came into the meeting room at this point. Brother Steinberg brought him up to date as to what had transpired: namely: it had been agreed to, (1) establish a uniform program, (2) set a uniform kick-off date for leaflet distribution, etc. and (3) Hal Gibbons is to contact the area conference directors for their approval and support. Brother Mohn suggested that the directors could probably be contacted at the testimonial dinner in Newark next week. He expressed appreciation for the cooperation of the local unions and offered the International's assistance to the extent that it can help.

Brother Cohen asked what to do about the present activity in Philadelphia. Brother Gibbons suggested that the activity continue as is since it has already started, but to hold up on leaflet distribution in other units until after the meeting in Washington.

Brother Marcus read a leaflet which had been prepared for distribution to the Philadelphia plants on October 4. He said that they had been conducting a quiet campaign aimed at cultivating the friendship of the people in the four plants in Philadelphia. He expressed the appreciation of the Joint Council 53 Organizing Committee for the assistance given by the National Warehouse Division and for its active participation in the drive. He felt that the national conference will be of great help.

Brother Mohn asked, "Is it the thinking of this committee that after today the emphasis will be on a national campaign rather than on a supporting campaign?" Brother Gibbons replied that the effort is to lift the campaign from the Philadelphia area to a national campaign. Brother Mohn agreed that the organizing emphasis should be on the whole country.

Brother Gibbons said that the National Warehouse Division will get the necessary help for any local union not having the resources to carry on the organizing campaign.

The subject of news coverage came up. Brother Marcus said that they had been harassed in Philadelphia. Brother Mohn suggested that news releases be given out by a designated person on a national basis. Brother Gibbons suggested that local unions merely indicate that they had attended a meeting called by General President Beck and refer any other questions to the national office. Brother Cohen suggested referring inquiries to one specific office--Vice President Mohn. Brother Bernstein said that the "Chemical Week" had carried a rather full article on Joint Council 53's organizing drive. It is important that this campaign be a success as the drug industry across the country will be watching its progress. Brother Marcus said that he had been referring news inquiries to the National Warehouse Division. Brother Mohn said that referring inquiries to the Warehouse Division would not conflict with his idea.

Brother Gibbons pointed out the impact of this campaign on other drug companies in the country. We should lay our plans well -- make every effort for a successful campaign.

Brother Baron was requested to contact Larry McGinley of Joint Council 73 to determine which Teamster local has jurisdiction over the Bergenfield, N.J., operation. This operation has an independent union.

Brother Greeley asked the official name of this committee. He was advised that it is The National American Home Products Conference.

Brother Mohn suggested that when the meeting convenes in Washington on October 23, he will arrange for photographers and news coverage.

Brother Cohen extended appreciation for the cooperation of all concerned and will be looking forward to seeing everyone at the meeting on the 23rd.

Meeting adjourned at 11:45 a.m.

TRADE DIVISION

Warehouse - American
Home Products
■ Corporation

AMERICAN HOME PRODUCTS CORPORATION

AUGUST 1956

NATIONAL WAREHOUSE DIVISION, IBT

NATIONAL WAREHOUSE DIVISION

INT'L BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
& HELPERS, AFL-CIO

25 Louisiana Ave. NW, Washington 1, DC

H. J. Gibbons
Acting Director

* * *

Samuel Baron
Field Director

SURVEY OF: AMERICAN HOME PRODUCTS CORPORATION

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BACKGROUND INFORMATION:

Company is one of the two largest domestic manufacturers of pharmaceutical, nutritional and vitamin products. Other lines include a variety of proprietary drugs, household specialties, food products, dentifrices and cosmetics. Principal regular customers are retail stores, wholesalers and physicians' supply houses. Most sales are made in packaged form, under owned trademarks and brand names.

Sales for 1955 were: Ethical drugs, 42%; packaged drugs and cosmetics, 20%; foods, 21%, and household products, including colors and dyes, 16%.

Subsidiaries and branches outside the U.S. provided 20% of net sales and 16% of earnings after provision for foreign losses and exchange adjustments (21% before).

Employees: About 12,500

PRINCIPAL SUBSIDIARIES:

American Home Foods
Ampro Development Corporation
Ayerst, McKenna & Harrison, Ltd.
Ayerst Laboratories
Boyle-Midway
Boyle (A. S.) & Company
Fort Dodge Laboratories
Home Products, Inc.
Home Products International
Ives-Cameron Company
Maks-It-Snow, Inc.
Murray (John P.) Advertising Agency
Whitehall Pharmacal
Wyeth Laboratories

August, 1956

ETHICAL DRUG DIVISION: Wyeth Laboratories
Ayerst Laboratories
I.V.C. Laboratories (Ives-Cameron Co.)
Fort Dodge Laboratories

Principal Brand Names

| | | |
|-----------|------------|------------------------------|
| Amphojel | Petrolager | Bepron |
| Kaomagma | Hematinic | Bepadin |
| Bicillin | Plastules | Ol-Vitum |
| Equanil | Premarin | S.M.A. infant foods |
| Collyrium | B-Plex | Mediatric and other hormones |
| | | Blexin and other vitamins |

PACKAGE DRUG & COSMETIC DIVISION: Whitehall Pharmacal Company

Principal Brand Names

| | | |
|-------------------------------------|---------------------|-------------|
| Anacin | Edna Wallace Hopper | } Cosmetics |
| Kolynos (dental paste & Powder) | Louis Phillippe | |
| BiSoDol (powder and mints) | Neet | |
| Freezone | Jo Cur | |
| Preparation H | Princess | |
| Spertl Ointment | | |
| Guards Cold Tablets | | |
| Infra Rub analgesic cream | | |
| Hilla (cold tablets and nose drops) | | |

FOOD DIVISION: American Home Foods, Inc.,

Principal Brand Names

George Washington
Chef Boy-Ar-Dee
Dennisons
Burnett

HOUSEHOLD PRODUCTS DIVISIONS: Boyle-Midway, Inc.

Principal Brand Names

| | | |
|--------------|--------------|-------------------------|
| Old English | Antrol | Diamond |
| Aero Wax | Dwin | Auto Brite |
| Black Flag | 3-in-One Oil | Plastic Wood |
| Fly Dod | Kwik-lite | Sani-Flush |
| Silver Label | Ridz | Griffin (shoe polishes) |
| | Wizard | Easy-off (oven cleaner) |

August, 1956

DIRECTORS:

Alvin G. Brush, Chairman - (Also a director of Buck Hill Falls Company, Manufacturers Trust Company, Stevens Nelson Paper Company, United Medical Service, and Trustee of Dime Savings Bank in Brooklyn)

Walter Silbersack, Pres. - (Director of all subsidiaries of American Home Products Corporation)

Herbert E. Carnes, Exec.
Vice President - (Director of all subsidiaries of American Home Products Corporation)

Randall Nauman, Vice President

Dudley Browne, Vice President & Assistant Secretary

A. H. Bergmann

A. H. Diebold

W. O. Frohring - (Also Vice President of R. L. Frohring Machine Company, President of Newbury Industries and Chairman of Lewis Machine Company)

William Harrison - (Also director of Chartered Trust & Executor Company)

H. S. Howard - (Subsidiaries)

H. S. Marston - (Also director of Chesebrough Manufacturing Company, 151 E 79th St. Corp., Interstate Company, Dixie Vortex Company, United Gas Corp., W. Maryland R.R., Worthington Corp., Merchants Fire Assurance, Servel Inc., Merchants Indemnity Corp., Washington Assurance Corp., Savoy Plaza Inc. (Chairman), Moving Corp.)

I. A. Wills - (Also director of Selchow & Righter Company)

August, 1956

FINANCIAL INFORMATION:

Company's consolidated balance sheet shows:

| For years ended December 31: | 1955 | 1954 |
|------------------------------|---------------|---------------|
| Net Sales | \$234,545,648 | \$203,139,119 |
| Cost and expenses | 188,586,077 | 165,713,657 |
| Operating income | 45,959,571 | 37,425,462 |
| Other income | 2,046,714 | 1,640,344 |
| Total income | 48,006,285 | 39,065,806 |
| Depreciation & amortization | 2,555,546 | 2,421,526 |
| Income taxes | 22,655,180 | 18,404,690 |
| Miscellaneous deductions | 1,729,346 | 1,589,009 |
| Interest | 529,594 | 439,190 |
| NET INCOME | 20,536,619 | 16,211,391 |
| Dividends | 12,884,463 | 11,533,705 |
| Balance after dividends | 7,652,156 | 4,677,686 |
| Share earnings | \$5.35 | \$4.21 |
| Shares | 3,840,785 | 3,854,385 |

August, 1956

AMERICAN HOME PRODUCTS CORP. - ORGANIZATIONAL STATUS

| Subsidiary | Location | # in Unit | # in Plant | Organized by | Unorg. | Teamster Local | Teamster J.C. # |
|--------------------------------|-----------------------------|-----------|------------|----------------|--------|----------------|-----------------|
| WYETH | Chamblee, Ga. | -- | 15 | -- | X | 728 | 68 |
| | Chicago, Ill. | 175 | 205 | IBT #781 | - | 781 | 25 |
| | Kansas City, Mo. | 5 | -- | IBT # 41 | - | 41 | 56 |
| | Los Angeles, Cal. | -- | 30 | -- | X | 595 | 42 |
| | Mason, Michigan | 2 | -- | RWDSU 443 | - | 580 | -- |
| | Meridian, Idaho | 12 | -- | IBT #483 | - | 483 | 67 |
| | Oakland, Calif. | ? | -- | ILWU | - | 853 | 38 |
| | Philadelphia, Pa. | -- | 1300 | -- | X | 169 | 53 |
| | Secaucus, N.J. | 5 | -- | IBT #892 | - | 892 | 73 |
| AYERST | Chicago, Ill. | 25 | 30 | IBT #781 | - | 781 | 25 |
| | Hackensack, NJ | -- | 3 | -- | X | ? | 73 |
| | Rouses Pt. NY | 100+ | -- | ICW | - | 648 | 18 |
| BOYLE-MIDWAY | Canton, Ohio | -- | 25 | -- | X | 92 | 41 |
| | Chicago, Ill. | 150 | 150 | OCAW | - | 781 | 25 |
| | Nala Cranford, N.J. | 50 | -- | OCAW | - | ? | 73 |
| WHITEHALL | Sergeantfield, NJ | 40-50 | -- | Co. Union | - | ? | 73 |
| | Elkhart, Ind. | 200 | -- | OCAW (Was IBT) | - | 364 | 69 |
| PT. DODGE LABS. | Pt. Dodge, Iowa | -- | 75 | -- | X | 844 | -- |
| | Pt. Dodge, Iowa (warehouse) | -- | 15 | -- | X | 844 | -- |
| AMERICAN HOME FOODS | Milton, Pa. | -- | 500+ | AMC & BW | - | 764 | 53 |
| | Morris Plains, N.J. | -- | -- | OCAW | - | ? | 73 |
| Unidenti- fied Locations | Brooklyn, N.Y. | -- | -- | -- | - | - | 16 |
| | Marietta, Pa. | -- | -- | -- | X | 771 | 53 |

RWDSU - Retail, Wholesale Department Store Employees Union
 ILWU - International Longshoremen & Warehousemen Union
 ICW - International Chemical Workers
 OCAW - Oil, Chemical and Atomic Workers
 AMCBW - Amalgamated Meat Cutters & Butcher Workmen

August, 1956

CONTRACT SUMMARY: Teamsters Local 41, Kansas City, MissouriSubsidiary: Wyeth LaboratoriesExpiration Date: May 31, 1959Union Security: Union Shop
Chackoff
PicketingVacation Provisions: 2 weeks after 1 yearNumber of Holidays: SevenPremium Pay Provisions: 1½ rate after 8 hours per day
1½ rate for Saturday work
2 rate for Sunday work
2½ rate for Holiday workPaid Non-Productive Time: 4 hours report payHourly Wage Rates: Order Filler }
Checkers }
Shipping & Receiving } \$1.89
Clerk }
Packers : \$1.797¢ increase on 6-1-57
7¢ increase on 6-1-58

August, 1956

CONTRACT SUMMARY: Teamsters Local 483, Boise, IdahoSubsidiary: Wyeth Laboratories, Meridian, IdahoExpiration Date: August 31, 1957Union Security: Union Shop
PicketingVacation Provisions: 1 week after 1 year
2 weeks after 3 years
3 weeks after 15 yearsNumber of Holidays: SixPremium Pay Provisions: 1 $\frac{1}{2}$ rate after 8 hours per day
1 $\frac{1}{2}$ rate after 40 hours per week
2 rate for HolidaysPaid Non Productive Time: 4 hours report payDays Sick Leave: Six days per yearHourly Wage Rates:

| | | |
|-------------------|---|--------|
| Maintenance | } | \$1.77 |
| Bulk Compounder | | |
| Machine Operator | } | \$1.72 |
| Stock Clerk | | |
| Materials Handler | } | \$1.64 |
| Clean Up | | |
| Janitor | } | \$1.59 |
| General Labor | | |
| Females | } | \$1.18 |

10¢ increase on 2-24-57

August, 1956

CONTRACT SUMMARY: Teamsters Local 781, Chicago, IllinoisSubsidiary: Wyeth LaboratoriesExpiration Date: August 1, 1956Union Security: Union Shop
CheckoffVacation Provisions: 1 week after 7/12 year
2 weeks after 1 year
3 weeks after 15 yearsNumber of Holidays: SevenPremium Pay Provisions: 1½ rate after 8 hours per day
1½ rate after 40 hours per week
10¢ shift premiumHourly Wage Rates: Male Employees

| | | | | |
|-----------------------|-----------|------------------------------|-----------|--|
| <u>Grade 1</u> | | <u>Grade 5</u> | | |
| Machine Service A | } \$2.15½ | Checker-Freight Hndlr | } \$1.85½ | |
| Pressman A | | Compounder's Helper | | |
| Working Foreman | | Mach. Serv. Helper | | |
| <u>Grade 2</u> | | Order Filler | | |
| Compounder A | } \$2.08 | Prod. Service Man | | |
| Machine Service B | | Watchman | | |
| Lift Truck Opr. | | Head Porter | | |
| <u>Grade 3</u> | | <u>Grade 6</u> | | |
| Compounder B | } \$2.01½ | Container Supply Man | } \$1.79 | |
| Checker-Router | | Freight Handler | | |
| Stariliser | | Packer | | |
| Dock Leader | | Stockman | | |
| <u>Grade 4</u> | | <u>Grade 7</u> | | |
| Checker-In & Outbound | } \$1.93½ | Porter |) \$1.74½ | |
| Compounder C | | <u>Maintenance Employees</u> | | |
| Machine Service C | | Machinist |) \$2.37½ | |
| Order Checker | | | | |
| Cartoning Mach. Opr. | | Mechanic A |) \$2.29 | |
| | | " B |) \$2.11½ | |
| | | " C |) \$2.02½ | |
| | | Helper |) \$1.96½ | |

August, 1956

(continued)

Hourly Wage Rates: Local 781 (continued)Female Employees:

| | |
|--------------------------------|----------|
| <u>Grade 1</u> | |
| Female Operators |)\$1.59½ |
| <u>Grade 2</u> | |
| Manufacturing Workers | }\$1.63 |
| Laboratory Dishwashers | |
| <u>Grade 3</u> | |
| Automatic Mach. Opr. | }\$1.65½ |
| Semi-Auto. Labeling Mach. Opr. | |
| Bottle Washing Machine Opr. | |
| End-of-Line Packers | |
| Return Goods Clerk | |
| Examiners | |
| <u>Grade 4</u> | |
| Plant Dept. Clerks |)\$1.70 |
| <u>Grade 5</u> | |
| Asst. Working Forewomen |)\$1.72½ |
| <u>Grade 6</u> | |
| Working Forewomen |)\$1.83 |

NOTE: A new three-year contract has been negotiated calling for:

- 5½ percent across-the-board increase -- first year
- 4½ percent across-the-board increase -- second year
- 4 percent across-the-board increase -- third year

August, 1956

CONTRACT SUMMARY: Teamsters Local 892, Jersey City, New JerseySubsidiary: Wyeth Laboratories, Secaucus, New JerseyExpiration Date: May 31, 1958Union Security: CheckoffVacation Provisions: 2 weeks after 1 year
3 weeks after 15 yearsNumber of Holidays: EightPremium Pay Provisions: 1½ rate after 8 hours per day
1½ rate after 40 hours per week
1½ rate for Saturday work
2 rate for Sunday workPaid Non-Productive Time: Jury Duty
2 fifteen minute rest periods plus
five minutes washup timeDays Sick Leave: Five days per yearHourly Wage Rates: Working Foremen: \$2.23½
Utility Whsemen:
Checker : \$2.11
Warehousemen : \$2.01

August, 1956

AMERICAN HOME PRODUCTS CORPORATION

Sales and earnings of American Home Products Corp. for 1959 are expected to run 10% to 12% ahead of last year's level. At this rate, net for the year might reach \$6.10 a share, up from \$5.53 last year. The diversified producer of ethical and proprietary drugs, foods, cosmetics and household products earned \$42,435,683 in 1958 on sales of \$402,133,504.

No new drugs or products are considered primary factors in rising sales; the advances are apparently broadly based. Most of the company's major ethical drugs -- Dristan, a nasal decongestant, and Equanil, a tranquilizer -- have leveled off since their introductions more than a year ago, but continue to be strong sellers. Anacin, the company's analgesic, is showing steady growth in sales. The company's researchers are working on new combinations of Equanil, new vaccines (for the common cold, to name one), and other new drugs, especially in the field of treatment of old-age problems. Some new developments are already in the clinical testing stage, but any announcements now are considered premature.

Wyeth Laboratories division of the company is continuing to test an oral polio vaccine. Like other drug companies, it is waiting approval by the Public Health Service before putting such a product on the market. This may not come for more than a year.

Sometime this fall, American Home will introduce a new anti-malaria drug being developed by Imperial Chemical Industries, Ltd. with which the company has marketing agreements.

American Home's food products, especially its Chef Boy-Ar-Dee line, are showing impressive gains and the company is known to be interested in picking up additional food items. A banana puree, made in Central America under an agreement with United Fruit Co., has enjoyed good sales since it was introduced earlier this year to hotels and restaurants. It is now being tested in smaller sizes for home sale.

Foreign business, accounting for 18% of the company's volume, continues to expand, with additions to present facilities and new plants going up at several places around the world. Foreign sales are "very satisfactory" in local currency, but, it is learned, earnings in some cases are adversely affected when transferred into dollars, particularly in some Latin America countries with restrictions on currency conversion.

A new plant to produce ethical and some proprietary drugs will be opened in Johannesburg, South Africa, in February; ground has been broken for a new plant in Bogota, Colombia, scheduled to be finished by early spring next year, and additions are under way for plants in Brazil, Argentina and France. The company's India plant will be expanded as soon as that country's government approves the project and authority from the government of Pakistan is all that's holding up expansion in that country. American Home also recently bought a small ethical company in the Philippines.

The company's capital spending for 1959 will be about the same as last year's \$13 million.

August 13, 1959
For distribution to all American Home locals.